

## Message Text

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62  
ORIGIN IO-10

INFO OCT-01 CIAE-00 CU-04 INR-07 NSAE-00 USIA-15 DIWY-01

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DRAFTED BY IO/EX/IR:WVDENNING:IW

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IO/UN/BAPS:JCSAULS (DRAFT)

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IO/EX/IR:KECARROLL (DRAFT)

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FM SECSTATE WASHDC

TO AMEMBASSY PARIS

UNCLAS STATE 219753

NESCO

E.O. 11652: N/A

TAGS: APER, AORG, UNESCO

SUBJECT: ITEM 8.4: REPORT OF THE DIRECTOR-GENERAL ON THE  
IMPLEMENTATION OF THE LONG-TERM RECRUITMENT PLAN (98 EX/  
26)

1. THE U.S. DEL SHOULD INDICATE ITS UNDERSTANDING THAT,  
SINCE THE DIRECTOR-GENERAL MAINTAINED THE EXCEPTIONAL  
ECONOMY MEASURES ADOPTED IN DECEMBER 1974, I.E. QUOTE  
FREEZING UNQUOTE OF ALL VACANT POSTS AND NON-ESTABLISH-  
MENT OF NEW POSTS CONTEMPLATED UNDER THE REGULAR BUDGET,  
THAT THIS HAS INEVITABLY HAD A NEGATIVE IMPACT ON THE  
IMPLEMENTATION OF THE PLAN AND, SPECIFICALLY, ON THE  
ATTAINMENT OF THE RECRUITMENT TARGETS FORESEEN FOR 1975.

2. THE U.S. DEL SHOULD AGAIN STRESS THE POINT THAT IN  
ORDER TO ACHIEVE BY 1978, REPRESENTATION AT THE MID-  
POINT BETWEEN THE MAXIMUM AND THE MINIMUM OF THEIR QUOTA  
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FOR ALL OVER-REPRESENTED AND UNDERREPRESENTED MEMBER

STATES, THE PLAN SHOULD BE ADHERED TO AS STRICTLY AS POSSIBLE.

3. THE U.S. DEL SHOULD AGAIN STRESS THE IMPORTANCE OF IMPROVING THE PARTICIPATION OF WOMEN IN THE PROGRAM FORMULATION, DECISION-MAKING AND ADMINISTRATIVE FUNCTIONS

OF THE SECRETARIAT, TAKING INTO ACCOUNT UNESCO'S REQUIREMENT FOR HIGHLY QUALIFIED PERSONNEL AND APPROPRIATE GEOGRAPHIC DISTRIBUTION.

4. THE U.S. DEL SHOULD AGAIN REITERATE THAT THE DIRECTOR-GENERAL ON THE IMPLEMENTATION OF THE LONG-TERM RECRUITMENT PLAN MUST ADHERE TO THE REQUIREMENT OF ARTICLE VI PARA (4) OF THE UNESCO CONSTITUTION THAT PARAMOUNT CONSIDERATION IN SELECTING STAFF IS THE SECURING OF THE HIGHEST STANDARDS OF INTEGRITY, EFFICIENCY AND TECHNICAL COMPETENCE. KISSINGER

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